

# Symposium Follow Up

# Montana-EPAS Annual Symposium: Celebrating Growth in Teaching and Learning June 30, 2015

## Symposium Summary:

Two years after the implementation of the Montana-EPAS State Model, this symposium was held to bring teams together to discuss our progress, current successes, and continue to learn and grow with our Montana experts and K-20 partners and our Danielson Group consultants. Participants attended workshops, showcases, and keynotes designed to enhance and continue growth in the Montana-EPAS. Sessions included "Time Management Strategy for Growth Models" with Kathleen Dent and "Practical Tips for Reflective Conversations" with Holly Olszewski. Keynote Speaker, Joan Peterson of the Danielson Group presented "Why Professional Conversations" and "A Tale of Two Districts".

Our participants also lead the way with Ed Camp sessions that were held based on request and group discussions. Participants submitted ideas for breakout sessions, and those sessions held included: "The Higher Ed Connection: How do we balance the needs for growth-oriented observations with the need for evaluation in teacher education", "Re-thinking Time: Addressing the time it takes for Administrators to conduct teacher evaluation under the MT-EPAS Model", and "Talk About Teaching: Peer-to-Peer Professional Development aligned with the Framework for Teaching both for Teachers and Administrators: ongoing, rotating, systemic." Sessions were hosted by a Montana-EPAS Facilitator and were facilitated by participants.

Role-Alike discussion sessions for Teachers, Administrators, and Higher Education rounded out the day and participants closed with an exciting exercise to determine how the Montana-EPAS is working for districts.

#### **Outcomes:**

Based on our breakout sessions and discussions at the symposium, the Teaching, Leading, and Learning Consortium (TLLC) will examine the recommended adjustment to the Montana-EPAS Teacher Guide and Principal Guide.

Participants were asked to respond to a **D.I.C.E.** survey. The question: When I think about implementing the Montana-EPAS...

- I am Delighted about:
  - o research-based consistency of the Montana-EPAS,
  - o the resources available, and



- o the deeper, personalized goals that are prevalent in the state model system.
- I am Interested in learning more about:
  - Principal evaluation instrument,
  - o how Montana-EPAS is being implemented across the state,
  - o providing impactful appraisals, and
  - o how to implement Montana-EPAS in their district.
- I am Concerned about:
  - o consistency when using the Montana-EPAS and the Danielson Framework,
  - o time spent vs. measurable goals, and
  - o trepidation over first-time implementation.
- I find I need additional Essential resources like:
  - Superintendent Evaluation,
  - Professional Development for teachers to increase understanding and acceptance, and
  - o training support.

Based upon discussion in Role-Alike Sessions, the Educator Preparation Providers (EPPs) across the state formed a Cohort to determine how Montana EPPs might use the Montana-EPAS and the Danielson Framework to evaluate pre-service teachers and the performance of program completers.

Overall, a deeper understanding of the process and tools available was gained by participants. Future events will be scheduled to enhance and continue the work of the many participants and contributors in the Montana-EPAS.

#### **Resources:**

Please visit the Montana-EPAS web page for resources and information: <a href="http://opi.mt.gov/Programs/Accred/#gpm1\_4">http://opi.mt.gov/Programs/Accred/#gpm1\_4</a>

#### Feedback:

If you have questions about the Montana-EPAS, or implementing the Montana-EPAS in your district, please contact your **Regional Education Service Area (RESA) Director**. <a href="http://www.opi.mt.gov/Programs/Index.html?gpm=1\_12">http://www.opi.mt.gov/Programs/Index.html?gpm=1\_12</a>

If you have feedback for the Montana-EPAS Development team, the Danielson Group, or the Montana OPI, please email Linda Vrooman Peterson (<a href="https://links.com/links.com/links.com/">lvpeterson@mt.gov</a>), Kathleen Dent (<a href="https://kathleendent@yahoo.com">kathleendent@yahoo.com</a>), or Rehanna Olson (<a href="mailto:rolson2@mt.gov">rolson2@mt.gov</a>).

### **Upcoming Events:**

- Fall 2015- Introduction to the Framework for Teaching contact your RESA Director
- February 2016 Deeper Understanding and Observation Skills I Workshops
- April 2016 Observation Skills II Workshop and MT-EPAS 2016 Annual Symposium
- June 2016 Train the Trainer and Cadre of Framework Facilitator Calibration Workshops



